

WEEKLY REVIEW

Vol. 2

Joliet, Ill., Thursday, Dec. 24, 1909

No. 1

Here's to the Greater G.-B. Factory, the
Greater G. B. Sales Force and a Greater
Review. Gentlemen, we wish you a
Merry Christmas and a Happy New Year



NOW GO AFTER THEM

NOW GET OUT AND HUSTLE!

The Second Annual Convention of the Gerlach-Barklow Company is now a thing of the past, the last man leaving for his territory this morning, and we here at head-quarters feel that never in the history of calendar making has there been a Convention held where there was so much harmony and where everybody felt so thoroughly satisfied with themselves, the house and the line. I am particularly proud of the fine lot of men we had with us, and have every reason to believe that if they will put their shoulders to the wheel that we will make the old houses go some, for several of us here have attended Conventions, and many of the men have attended Conventions of other houses, but without a single exception they were all unanimous in the belief that no Company ever had together a finer looking body of men than were with us in Joliet last week.

In December, 1909, we will hold our Third Annual Convention, and we trust that every man who was with us during this month will be with us at that time, and while we can hardly say that we expect to see every one of you, we hope that the percentage that will not be with us will be very small. In fact, if you will get down to business and do the best you can and

work good and hard, there isn't any reason why every man should not be with us a year from now.

On Friday, Christmas day, I leave for the field with a stop of one day on the way. I shall be in my territory on Sunday, and hope that every man will make it a point to be at his work early Monday morning, December 28th, for we want to make this first week a record breaker, and if you men will give us your assistance, we can do this without any trouble. When Saturday night comes and you have taken your last order for the week, don't forget to *wire your total sales to us* and number of orders, sending a night message, collect, and make the total just as big as you possibly can, if you have to work overtime to do so. Then keep up the same kind of work during the whole first month, and every man is bound to succeed. You can rest assured that if you will show us good, faithful work that the G.-B. Co. will give you every assistance in its power to help you build up a business that will make you feel that you want to stay in the calendar business for the rest of your traveling days.

T. R. GERLACH.

G Check Your Samples at Once
and Report Shortages if Any

FIRST PRIZE CONTEST

Five Originals to be Given to Our Boys in a Contest Beginning December 28th and Ending February 27th.

These paintings are original pastels and among the brightest and snappiest pictures in our entire line, as follows:—

A Merry Christmas,
Isabel,
Marion.
Violet,
The Sisters.

The first and fourth are approximately 18x34 inches; the second and third 18x38 inches; the fifth 25x35 inches. All of them are handsomely framed, and we feel sure any salesman will be glad to own one of these fine pictures for his home.

CONTEST BEGINS DEC. 28th AND ENDS FEB. 27th.

First choice: Largest gross sales during the contest.

Second choice: Largest percentage of increase over business of 1908.

Third choice: Largest gross sales for the man who has not previously sold G.-B. calendars, this to include men who made trial trips during the close of the past year.

Fourth choice: To the man who goes the fewest days without business.

Fifth choice: To the salesman who reports the most straight orders.

By straight orders we mean orders which call for one subject in either one or more styles, or on a mount and a hanger we will give you the privilege of selling any style hanger and still consider it as a straight order, providing you sell only one subject in the mounted style. The same will apply to cardboard and hanger calendars. Selling calendars without title leaves or protection envelopes will not be considered a straight order except where, instead of envelopes you substitute mailing devices of some

kind; nor will we consider an order straight that is changed from one mount to another.

Should more than one person show a clean record of business for each day of the contest period, or a tie should occur in any other way, the reward will be made on the general average standing on other points.

No salesman will be entitled to more than one prize during this contest. As an illustration,—if one man succeeds in winning one of the pictures by having the largest gross sales, and should also show the largest percentage of increase over his business of the previous year, the second prize would go to the man showing the second largest percentage of increase, and so on down the line.

These pastels are exceptionally fine pictures, valued at \$750.00, and we believe that every man should go out with a determination to win one of them. If he fails in landing the prize, the extra business which he gets for the extra effort which he puts forth will amply pay him should he fail to win one of them.

Reports must be mailed daily, and all orders must be dated and mailed on day secured.

We will publish a comparative standing table of our salesmen beginning the first of the year, and while this will not make it possible for you to tell just where you stand in the contest, it will give you a fair idea of the leaders. We want all of you to do your best, and we know that most of you will do this regardless of this contest, but if you can show us that these prizes spur you on to greater things, we will unquestionably have several of them during the year.

Messrs. T. R., and K. H. Gerlach, being officers of the Company, will not be contestants.

Here's hoping that you may all win.

OUR SECOND ANNUAL CONVENTION

We haven't gotten over being enthused with the convention yet and we hope that you haven't. It was a glorious convention. If you didn't learn a thing, the enthusiasm which you accumulated ought to enable you to meet all comers on an even basis. But you did learn something. I never saw a more eager bunch to accumulate knowledge than the men who attended the Gerlach-Barklow convention. If you have never done it, you don't know how hard it is to instill knowledge into a crowd of fellows who don't take any interest in what you are saying. Ordinarily, the strain of the three months which we have just passed through, winding up with the strenuous five days' convention, would have worn us all out. As a matter of fact, I felt as fresh as a daisy after it was all over, and I firmly believe it was due to the fact that I could feel the sympathy and interest of every man I had anything to do with.

In order that we may keep history straight and to enable you to bear in mind some of the important lessons of the convention, I am going to review briefly the program of the week. We found it advisable to change the routine of the convention some as compared with our original printed program, but there were very few things that we had outlined that we did not carry out in some form or another.

Dr. Flowers' welcome on Tuesday morning expressed the feeling of the officers and directors of the Company. The response by Mr. Scott showed that the men who have helped to make the Gerlach-Barklow Co. what it is are in full sympathy with the management, and it did not take long for the new men, those who have not heretofore represented us, to get in line with the rest of the boys.

The roll call showed a good attendance, but it also showed that although we had a large number of men present, there were still others

who were not present. However, practically all of the active members of the sales force attended the convention.

I shall say nothing about my paper, "A Year's Progress," further than to call attention to the wonderful advance made during our first year, giving us an impetus which ought to carry us through a marvelously successful second year.

The trip through the factory was not quite as successful as it might have been if there had been fewer of you or we had taken fewer of you at a time. There are so many interesting operations in connection with the making of calendars which the salesmen should be familiar with that it is a pity you couldn't have devoted a full day to it. The average person who sees a finished calendar as it hangs on the wall doesn't realize the number of hands it has to pass through, and he has very little conception of the amount of work it takes to complete it.

Mr. T. R. Gerlach clearly outlined "What We are Here For," and the uniform promptness with which the salesmen showed up at every session and gave their careful attention to every detail of the convention, showed that they realized fully their mission, and right here we want to felicitate ourselves upon the uniformly high character of the force. We refer particularly to the conduct of the men. It is seldom that a crowd of salesmen as large as that which attended the convention, assembles for five days without some of the boys feeling it necessary to go out and "have a time." If there was a single man who took a drink, we didn't learn of it. If you men go through the year with the same exemplary conduct shown while you were in Joliet, we haven't the slightest doubt in the world but that we will have the most effective sales force in the calendar business.

My paper on "Things Every Salesman

"Should Know and Do" was simply intended to show you the necessity of carefully studying your price book. If you will do this, it will not be necessary for you to give a thought to what I said at that time.

The same thing applies to Mr. K. H. Gerlach's paper on "How to Avoid Loopholes in orders." If you thoroughly master your handbook and use the care you should, you will have little trouble with your orders. Just because you are a new salesman it doesn't follow that you have the license to make any large number of mistakes. As a matter of fact, some of the new men last year went out into the field with not nearly as much instruction as you received last week and sent in perfect orders from the start.

The "Trials of the Ticket Reader" were clearly outlined by Mr. Bilsland, and if you will profit by what he said, you will avoid losses and save us lots of trouble. By the way, Mr. Bilsland came to us fresh from college. His only experience in this line of work was gained in a printing office where he worked at odd times during his college days. The fact that not to exceed half a dozen errors escaped his attention during the year, speaks well for his natural ability and the care with which he scans the orders.

Mr. Shimmin and Mr. Woodman, both of whom demonstrated their ability to sell calendars in their first year, gave the new men great encouragement in their discussion of the subject "A New Man's First Year." Mr. Shimmin particularly admitted that he did not get into the game in the right way at the start. If you new men would learn your lesson properly, you can avoid some of the mistakes he made at the start and will save many a good order thereby.

We were all pretty well tired Tuesday evening and perhaps it was just as well that we changed our program and spent the evening at the little vaudeville theatre. The show wasn't anything great, but the actors certainly were inspired by their audience, and the little social evening that we spent there helped to cement

into friendship the acquaintances we had made.

I think you will all agree that Mr. Cies was an extremely important factor in the convention. His talk on "How I Do Business Practically Every Day" was an inspiration to every one of us. I wish we could all get up and talk as freely as he does. There are a good many of us who might be able to talk for an hour to a prospective customer who couldn't talk five minutes with perfect ease to our fellow salesmen. The importance of doing systematic work was never better illustrated than in Mr. Cies' talk. If every man will go out determined to get some business every day, he is sure to find the volume of business very satisfactory at the end of the week, month and year.

Mr. Gus Gerlach, everybody calls him "Gus," during the past year has changed our views materially in the matter of City work. It used to be thought that a City salesman didn't have the opportunity for doing regular work that the country salesman has. Mr. Gerlach has demonstrated that it can be done, and the few men who work almost exclusively in cities should profit by the suggestions he made.

Mr. Fadely is another man who scarcely ever missed a day without sending a blue sheet to the factory, and his testimony added to that of the two just mentioned, should prove of great importance to every man on the force.

We don't believe there was another man on the force who worked his territory more closely than Mr. Moore, and his talk, as well as the discussion led by Mr. Carter which followed, was very interesting as well as instructive.

The mailing card has come to stay, and we put Mr. Coleman and Mr. Shimmin on the program to discuss this subject, so that every man would realize the possibilities in the mailing card line. We have it on good authority that one representative of a competing house sold no less than \$8,000.00 worth of this class of goods alone. We want every man to push the mailing cards.

Sharing with Mr. Cies the honors of the con-

vention was that Nestor of calendar salesmen, Mr. S. H. White. Not only in the discussion of his subject "Why Good Calendar Advertising Should Appeal to Advertisers," but also in the discussion of most of the other important topics which came up, Mr. White gave us more information and taught us more good lessons probably than almost any other man present. Furthermore, every talk that he made was an inspiration which could not fail to fill with enthusiasm every man present. We were not at all surprised that Mr. Rowe should have declined to add to what had already been said.

The discussion opened by Mr. H. E. Smith and followed by Mr. Lott on "Speed as an Aid to a Successful Business" was one of the most important subjects discussed. The new man frequently writes in and asks how it is possible to sell four, five, six or more orders a day when he can scarcely show his line more than three or four times. The hints and suggestions made during the discussion of this topic should be taken to heart if you expect to make a real success at the business. Not only must you economize time in every way possible while showing the goods, but you must arrange your route in such a way that you will reach the best buyers early in the season.

"G.-B. Calendars Versus Other Lines" was ably discussed by Mr. Ungerer and Mr. Meyer. Both of them have been working in territories where any business they secured almost necessarily came from people who had been buying from some of the other leading houses. The examples they gave of securing business in competition showed conclusively that with an equal chance the G.-B. line will hold its own anywhere.

Unfortunately Mr. Switzer, who has been working untiringly for months, was compelled to leave the convention on Wednesday and was therefore unable to read his paper, "The Review—How You Can Make it of Real Assistance," I regret this exceedingly, for the reason that the kind of words spoken of Mr. Switzer and the enthusiastic promise made by

the salesmen to assist him in his work would have been a source of inspiration to him. You can best show your appreciation of his work by helping him to make the Review better than ever. A few words from every salesman, expressing his views of the convention, telling how it has helped him to become a better salesman, would make a symposium that will in itself be inspiring.

We had arranged for an evening at the Commercial Club Wednesday, instead of which we spent it at the factory. We never realized just what our tremendous 1910 line really meant until we attempted to assemble it for display Wednesday evening. At the very last we found it necessary to wait until nine o'clock before we had all of the samples in hand. The reception accorded the new line, although most of you had an inkling of what it was to be, either through having seen isolated pieces or seeing so many of the original paintings hanging in our art gallery and in the general office, dispelled any doubts we may have had as to its superior excellence. Especially did the force go wild over the De Luxe mounts. Both publicly and privately did the men express their great satisfaction at having this innovation in the line. As a matter of fact, we consider it the most important addition to the art calendar proposition that has been made since the advent of the mounted calendar nearly ten years ago. Since we have every reason to believe that we are the first in the field in this innovation, the salesmen should profit by it and show it on every possible occasion. We thoroughly believe that you can sell De Luxe calendars where formerly the customer was satisfied with much cheaper goods. We believe that in competition with the cheap junk houses you can put in De Luxe calendars, simply selling them the smaller sizes to replace the large gaudy things they have been showing in the past.

Unfortunately, both on account of the lateness of the hour and the fact that Mr. Wensel was suffering with neuralgia, we had to omit his demonstration of color printing. You would

have found this exceedingly interesting and instructive.

Mr. Beelman's paper on "Routine of a Salesman, Etc., " was a valuable contribution to the work of the convention, in that it gave the new salesmen a better idea of how to go about their work.

Of course, in our first year and to a less extent this year, one of the trials of the G.-B. salesmen is the tendency on the part of calendar buyers to wait to see other lines, especially the lines of the houses with whom they have formerly dealt. Mr. Fairbairn led the discussion on this subject, and after it was over we feel sure that the new men particularly felt more confidence in their being able to overcome this objection than they did before. One of the points brought out was the importance of explaining to the buyer who the Gerlach-Barklow Co. is and what it has accomplished during its first year. Follow this up with a display of the line and you stand a very good chance of closing the order on the spot.

An extremely important subject was that given by Mr. Osmun, "Selling Straight Orders." You who attended the school of instruction of how to figure the price on a mixed order will, I am sure, do your utmost to sell your orders straight but your troubles are the simplest feature of the matter. You serve your customer best when you sell him a single subject, and if possible, in a single style. The only exception which Mr. Osmun admitted was practical was the selling of some large hangers along with the smaller calendars. Mr. Scott, who sold practically all of his orders straight, proves that it can be done.

"The Best Method of Working Territory" discussed by Mr. Shepard and Mr. F. A. Smith, brought out some interesting and instructive points, especially for the new men.

Mr. Albert explained very clearly the "Importance of Title-Leaves and Protection Envelopes." A few years ago the salesmen had to be strongly urged to sell title leaves and envelopes. Now the subject scarcely ever comes up. They are included with the calendars as a

matter of course, and it frequently happens that the customer is never consulted in regard to it, but they are considered as much a part of the calendar as silk cords if silk cords are used.

There was one subject which was passed, but which ought to be discussed, that is, "Selling Originals.—How the Salesman Can Help." Mr. Fairbairn was originally assigned to this topic because of the fact that he has sold a number of originals. As a matter of fact, the salesmen can assist us materially in this regard by disposing of the canvases after we are through with them. We offer them at a price very much lower than they can be bought in the art stores, and the salesmen should use every means to help dispose of them. We will gladly send the original paintings on approval, the only provision being that the customer is to pay the express both ways in case he does not keep them.

Ordinarily, selling demonstrations are more or less of a farce and there was a disposition on the part of some of the men to pass this part of the program up. However, there was such a strong desire on the part of the less experienced men to have a demonstration that we carried out the program, and we are mighty glad we did. I have seen a good many selling demonstrations, but never when so many strong arguments were brought out. For example, the very first objection brought up by Mr. Whittier that there were too many calendars, was answered in such an apt manner as to carry the boys off their feet. It was such a simple way of answering a common objection. Mr. White simply said, "And there are too many Banks," and the way he said it wiped out Mr. Whittier's objection as smoothly as though it had never been made. It may be true there are a good many calendars that fail to fulfill their mission, and it is also true that a good many banks fail. It doesn't follow that because some banks fail, that other banks are a bad thing, nor because some calendars are wasted, that other calendars are not useful.

Mr. Thompson, as usual, made a good cus-

toner, that is, a good customer of the objecting kind. Every objection that he brought up was the kind that the salesman meets very frequently, and they were all answered satisfactorily by Mr. Gerlach.

One of the amusing features of the demonstration was to show how calendars should not be sold, Mr. McCully being the buyer and Mr. Greenhalgh the G.-R. salesman, while Mr. Thompson, acting as the salesman of a junk house, or local printer, finally came in and secured the order after it had been given to Mr. Greenhalgh subject to countermand. The other demonstrations were quite as interesting and instructive.

The school of instruction, or "Coaching the New Men," which was held Friday afternoon and evening, we believe will help a good many salesmen to avoid loopholes in orders. Just as soon as you find that there is a point that you do not fully understand, write us about it and we will try to set you right.

Probably the most enjoyable feature of a most enjoyable convention was the Banquet in the Commercial Club rooms Thursday evening. The menu was well prepared and the toasts were about the best I have ever heard on an occasion of this kind. Mr. Cies, as toastmaster, was certainly the right man in the right place, and the way the various persons on the program responded proves that we have a good many after-dinner speakers on the force. But the best thing of all was the feeling of friendship which was manifested among the salesmen and between the salesmen and the officers of the Company. For myself and in behalf of the other officers, language fails me in trying to express my appreciation of your kind words and the expressions of confidence which you gave us. Every one present seemed to be filled with enthusiasm for the house, for their line and for the business itself. With such a feeling we are sure that our business relations are going to be mutually pleasant and profitable the coming year.

While our program for Saturday was outside of the regular convention program, I believe that it was time well spent. It was not

wholly with the idea of showing you how steel was made that we took you through the steel mills, nor to show you the wonderful controlling works of the Chicago Drainage Canal that we took the ride out into the country. What we wanted to do was to impress upon you the fact that Joliet is a great manufacturing city, the greatest in the State of Illinois outside of Chicago, so that you can tell your customers that this is not simply a prison city.

Taking everything together, our second annual convention was the most successful convention from every point of view that I have any knowledge of, and I hope to meet you all here next year.

E. J. BARKLOW.

Price List Corrections.

It seems impossible, in the short time we had to work on it, to get out an absolutely perfect price list. We find a few errors, most of which have been corrected in your books. We will go over them, however, so that in case any of you failed to make the corrections, you can do so now.

On page 197, change the price of 25 of Series 201-3 from \$11.00 to \$12.50.

Change the price of 25 of Series 301-6 from \$11.50 to \$11.00.

On page 210, change the 500 price of Series M2001-7 from \$61.00 to \$65.50. Make the same change on Series M2104-6 and M2207-13.

On page 217, Series 5401-3, there will be no title leaves furnished with 5403, "Reverie."

On page 219, Series M4401, the price given includes title leaves. We don't expect to prepare title leaves for this subject and therefore a reduction of 50c per 100 should be made from the prices given.

On page 222, Series D3107-8, the 100 price is \$14.00. In Series D2901-5, the 100 price is \$15.50.

Page 226, you will notice in the paragraph "Silk tassels instead of silk cord," we refer to heavy silk tassels like that shown on sample D607 "Alice." The first samples were made up with light silk tassels. The calendars, however, will be finished with a heavy silk tassel about the same weight as shown on the Jumbo mounts, Series M101, but the cord will be tied in a knot like the ordinary tassel. Future samples will be sent out correctly.

THE REVIEW AND ITS PURPOSE

In my paper "The Review and How You can Make it of Real Assistance," which was read before the Convention, I tried to give you some idea as to how our Weekly could be made a real help to every man on the force, and at the same time I endeavored to impress upon you the fact that the Review cannot be made of real value to the sales force unless every man will do his share in the way of contributing to its pages. I realize, gentlemen, that there were a great many interesting topics discussed during the four days of our Convention, and that it would be impossible for any man to digest the whole programme, therefore I am again going to try and impress upon you the real importance of the Review and the still greater importance of your endeavoring to help your fellow salesmen through its pages. I am firmly convinced that by your co-operation we can make our Weekly a paper that will not only be an inspiration to every man, but it will be of actual assistance to him in building up a large trade in his territory. It is only reasonable to suppose that if each one of the seventy-five men who left here to enter the field will just relate here and there a few experiences that have occurred in the actual selling of calendars, that many ideas and arguments entirely new will be received and published. Of course, I realize that during the early part of the year every man will be straining every muscle and making every effort to pluck the large plums that will be hanging around and that every man will be on the jump to get over his territory. Under the circumstances it can hardly be expected that you will have a great deal of time to devote to preparing an article for publication, but I will say to you frankly, I would much rather have several short contributions that are to the point than one lengthy one, as it is the short sledge-hammer blows that count. On Monday when you enter the field, should you secure an order in close competition drop a dozen or two

lines to the Editor, and be sure and address it to the Editor. You can at least write a few lines when making out your daily report. Of course, if you have the time to write a page or two it will be the more thankfully received, but let us have at least a dozen lines for the Review. On Tuesday and Wednesday, you may run up against some entirely different experience, and we want to hear about them and so on every day. This is the sort of news that will be of value and an inspiration to every man on the office and sales force. I am firmly convinced that we are starting in the field with the most competent sales force that ever represented a first class proposition. We want to make it the most successful sales force that ever represented a calendar house, and we can do this if we will all pull together. Team work is just as essential in a sales force as it is in a base-ball team or any other body of athletes. While it may be difficult at first to realize this, if every one of you will send in your contributions, I am very confident that I will be able to place before you a bulletin which will be of wonderful assistance to you in your field work. It is the general opinion of the Sales Department and of many of the older salesmen on the force who have attended similar Conventions, that the body of men gathered here for our Second Annual Convention was the most intelligent, sober and best looking bunch of men ever gathered together for a similar purpose. If I was not afraid of "swelling" your heads individually and collectively, I would go into further detail regarding the complimentary remarks that were passed around our factory and the city in general. This "Hot" bunch of business getters are sure to pull off some very interesting stunts the first few months, and if you will tell us about these stunts, we will have a "Red Hot" Weekly. Frankly speaking, gentlemen, I fully realize the fact that the Review during the latter part of this year was not

in any way up to the standard it should be, but when one stops to consider the fact that even the older men on the force were not well acquainted with the Sales Department and knew little or nothing about their fellow salesmen, it could hardly be expected that it would be anywhere near up to the standard that could be expected, this our second year in the field, and I want to say in this connection that no other Calendar Company during its first few years in business ever issued a Weekly Bulletin.

It was my great misfortune not to be able to read my paper before the Convention, but Mr. Barklow informed me that you were unanimous in voicing your willingness and intention to contribute to the pages of our Weekly, and

if you will keep this promise, we will be able to make every issue of the Review a "Red Hot" issue.

We have the grandest line of calendars for 1910 that was ever placed before calendar buyers, and we have the greatest men in the calendar business back of the line. We will have the largest and best equipped calendar factory in the world, and I firmly believe that we will have the best sales force that ever represented a first-class Calendar Company. We want to have the greatest Weekly Bulletin published in the interest of a sales force. This is possible only by earnest co-operation, still with just a little effort on your part it can be accomplished. Remember that the Review will be what you make it.

W. F. SWITZER.

BALANCE OF SAMPLES

On Tuesday, the 22d, we shipped to practically every salesman to his home address, unless notified to the contrary, all samples which he did not take home with him from the Convention, or which were not shipped earlier in the week.

This gives each of you the complete line with the exception of the Jumbo Hangers, M304 and Series M901. The mounted line in colors is practically complete, only one or two subjects being missing, and those you have in other sizes.

The Duo mounts you will find short two or three subjects, also the hangers, but aside from these few you have everything, and within the next week, if you will give us your address and keep us posted just where you are, we will see that these few odds and ends reach you.

The mailing cards and blotters are complete, and with our total line of over 450 pieces, you will find that you are short only about one dozen, and these you have in some of the various other forms, in fact, without them you have unquestionably the largest line put out by any first-class house in the United States.

We regret exceedingly that we found it necessary to put up our first line of hangers with the picture simply pasted in. However, we could do no other way, and still get out the large number of orders which we received during the last half of this year, and we thought it would be best to put these up in this way

rather than take any chance of not shipping a great many orders during the month of December, and we are pleased to announce that on Wednesday of this week we will have practically everything shipped, while two months ago it looked as though it would be a physical impossibility for us to get out all of the goods sold up to that time. However, we have worked night and day now for three months, and when the men in the various territories meet their customers, they will find them satisfied and not complaining because their calendars did not reach them until January or later.

ORDER BOOKS.

With each set of supplies we are sending two order books, and we will ask the men to notify us promptly when in need of more, in fact, it is poor policy not to have at least one book ahead all the time.

PADS ON CLAY MODEL HANGERS.

In looking over our hanger samples, we find that the pads on several of them are not as we should like to have them, and take this method of notifying the various men that if the customer finds objections to them to state that we will have them made over and guarantee to have them entirely satisfactory. It is too late now to get them out to you for your first set of samples, but we will probably be able to ship you a new set sometime early in January.